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Does Saving Strategies Enhance Sustainability of Table Banking Groups? Evidence from in Uasin Gishu County, Kenya.

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Abstract

Financial management strategies are crucial determinants of sustainability of table banking groups. It enables groups set clear goals, efficient utilization of resources, proper decisions in sourcing of finances and dividends decision making. The main purpose of this study therefore was to establish the relationship between saving strategies on sustainability of table banking groups was assessed. The study was founded on institution theory of asset accumulation. The study adopted the descriptive survey research design. The target population were all table bank groups in Kenya.

The accessible population was 538 registered table bank groups in Uasin Gishu County. A sample of 230 groups was involved in the study. Two stage sampling technique was used to narrow down the sub-counties. Purposive sampling technique was used to select 3 sub-counties out of six sub-counties in Uasin Gishu County. Simple random sampling technique was used to select respondents for the actual study. A pilot study was conducted in order to test the validity and reliability of the research questionnaire. Content validity was used as a validity test while reliability was tested using Cronbach's alpha coefficient. Self-administered questionnaires were used to collect data. Both descriptive and inferential statistics were used for data analysis. Descriptive statistical tools included frequencies, percentages, mean, variance and standard deviations. Inferential statistics included Pearsons Product Moment Correlation and multiple regression analysis. Findings were presented in tables and graphs. The study found out that savings strategies positively and significantly influence sustainability of table banking groups ($\beta=0.163$; $p < 0.05$). The findings of this study are expected to be employed by table banking groups to ensure business success, hence promoting sustainability and economic development. The study recommended that risk management strategies should be incorporated in financial management strategies. It was also recommended that theories anchored this study should be applied so as to enhance sustainability.

1. Background to the Study

Financial management is an essential and integral part of an organization and it is more than keeping accounting records. Table banking financial management system even though not adequately developed can be termed as transparent, consistent and accountable. This is because of the self-sufficiency nature of table banks and the small amount of cash that is managed. Also, the government and other organizations offer trainings to table banks members on managing their financial resources and records in a better way.

The savings strategies in table banks are the most attractive part of this model. Table banks accept any amount of money to be saved from as little as Kshs 10 to as much as Kshs 20,000 depending on the member's financial capability. There are no

restrictions on the amount of money to be saved. Savings can be done in three entities, households, companies and government (Rian, 2010). Household save essentially for two reasons; future expenses and retirement. Company savings arise from the profits realized by the company and they are used as dividends or ploughed back to the business while government savings are realized when its tax revenues exceed its expenditure and are used for public expenditures like building roads. Sustainability refers to a process by which companies manage their financial, social and environmental risks, obligations and opportunities. Firms are required to adhere to the principles of sustainable development. Sustainable development is development that meets the needs of the present without compromising the ability of future

generations to meet their own needs (Drexhage & Murphy, 2010). A challenge to rapid scale up is the sustainability and quality of services of independent table banking groups. Implementation of an organizational development strategy within any beneficiary table banking group has contributed to groups becoming sustainable organizations assuring quality standards of table banking activities.

Table banking is a group funding strategy where members of a particular group meet once every month, place their savings, loan repayment and other contributions on the table then they borrow immediately either as long term loan or short term loans to one or a number of interested members (Brannen, 2010). Table banking started as merry go rounds, where village women could save from the little left to them for daily households budget through groups and hand over the lump sum amount to a member, one after the other. But today the concept has evolved to table banking, which has seen women from poor region engage in meaningful money generating activities (Abuga, 2014)

Table banking is an informal financial concept that was introduced and adopted by the Poverty Eradication Commission (PEC) in Kenya (Kanyi, 2014). PEC introduced this informal financial system with the aim of enabling rural women to access cheap source of funds for business start-ups so as to empower women economically. Table banking also aims to improving the livelihoods of women in the rural area. Majority of the members in table banks are women. Table banking takes on the model of the Grameen Bank of Bangladesh and the village savings and loans schemes of Zanzibar (Ahlen, 2012).

The objective of table-banking is to bring financial services to the poor, particularly women and the poorest to help them fight poverty, stay profitable and financially sound. It is a composite objective, coming out of social and economic visions. Table-banking is based on group guarantee and house - hold collateral. Table-banking is founded on the principle that credit should be accepted as a human right, and builds a system where one who does not possess anything gets the highest priority in getting a loan (Brannen, 2010). Table-banking methodology is not based on assessing the material possession of a person, it is based on the potential of a person. Table-banking believes that all human beings, including the poorest, are endowed with endless potential. Unlike other financial institutions, table banking looks at the potential that is waiting to be unleashed in a person and owned by poor (Abuga, 2014).

Joyful Women Organization (JOYWO) in Eldoret North introduced by Mrs. Rutto embraced table

banking model and its aim is to represent low income chamas at the top. JOYWO assist to build the capacity of women on economic empowerment and poverty reduction. Mrs. Rutto has stressed that chamas all over the country should embrace the concept of table banking where women save and watch their lives change. Since its inception JOYWO has enrolled over 1000 affiliate women groups with an average memberships of 25 women per group. JOYWO has helped many women groups to access the government funds such as the women enterprise funds and Uwezo funds (Njuguna, 2015).

Statement of the Problem

Financial management strategies are crucial to the survival and well-being of many business enterprises of all types. In financial management, it is necessary to manage business financial resources so as to achieve its business goals and maximize the shareholders wealth. Management identifies its financial objectives, determine its current position, analyze information and make financial decisions hence enhancing sustainability (Hickey, Nader & Williams, 2017).

The credibility of table banking groups in Kenya is generally poor. Most women groups are unable to take large loans due to lack of collaterals or securities (Mengo, 2014). The regulatory environment is also unstable and ineffective as most of these groups are self-regulated, without a formal regulatory environment established (Kassa, 2010). This problem leads to limited expansion and growth of table banking groups and inability to operate effectively as well as eventual collapse. In the long term, poverty will worsen among women groups and the economic development of the country will stagnate. A number of studies conducted shows that financial management strategies adopted by table banking groups determine their sustainability.

Mwobobia (2016) in her study of Eldoret town on the contribution of table banking has led to the empowerment of women entrepreneurs. As the number of clients increase, liquidity of informal financial institutions increases hence enjoying economies of scale and thus reduces costs which help them to be financially sustainable (Kinde, 2012). A few studies have been done on financial management strategies that have focused on its effects on the social capital, investment decisions and women empowerment. The studies reviewed did not assess the relationship between credit risk management strategies, saving strategies, financial regulation strategies and liquidity management strategies on sustainability of table banking groups. Therefore, this study will determine the relationship

between financial management strategies and sustainability of table banking groups in Uasin Gishu County, Kenya.

Research Objective

The objective of this study was to determine the effect of savings strategies on sustainability of table banking groups in Uasin Gishu County, Kenya.

Research Hypothesis

H₀₁: Saving strategies have no significant effect on sustainability of table banking groups in Uasin Gishu County, Kenya.

2.0 Literature Review

Institutional Theory of Asset Accumulation

The institutional theory of asset accumulation was developed by Sherraden in 1991. The theory asserts that societal institutions shape and give a meaning to individual behaviors (Gordon, 1980; Neale, 1987). According to his theory, with supportive institutional help, the poor can have more chance to accumulate their assets. Owning wealth is more economical security in that access to wealth is important in opening up opportunities for people and that wealth has various positive effects on individuals, family, self-help groups and community (Sherraden, 2001).

Institutional theory of assets accumulation has six institutional factors (Sherraden, Moore-McBride, Johnson, Hanson, & Shanks, 2005). First, access means that people with institutionalized saving mechanism are more inclined to save. Those who have access to saving programs or institutions are likely to save more than those without access. Second, people with knowledge and information of how to save are in better position to behave differently as those without the knowledge of saving. Bernheim and Garret (2003) find that employer-based financial education stimulates greater savings. Third, performance in saving programs may depend on how the programs provide participants with incentives. One of the incentives is matching rate. Munnell, Sunden and Taylor (2001/2002) examined the relationship between employer match and pension outcomes such as participation rates and contribution rates. The results indicated that there is positive influence between the presence of employer match in pension plans and participation rates and contribution levels. Fourth, theoretically, it is assumed that facilitation will be positively associated with saving performance. Facilitation means various physical and financial supports for program participation and savings. Introducing automatic enrollment plans (Choi, Laibson, Madrian, & Metrick, 2004).

Fifth, given that expectation leads to behaviors, most theories of asset accumulation implicitly emphasize the role of expectation. Last, compared to other institutional factors, limit restricts certain types of participants' behaviors or imposes an external limit so that the goals of the program can be achieved. Many studies have tested how well Sherraden's (1991) theory can explain asset accumulation of the poor families (Grinstein-Weiss *et al.*, 2005; Sherraden *et al.*, 2005; Zhan & Sherraden, 2003). Institutional theory of asset accumulation is very relevant to the study as it is basis of the conceptualized relationship between financial management strategies and sustainability of table banking groups. It indicates that institutional factors play significant role in accumulating assets in poor households. The theory has however faced some challenges in the field of academia. Scholars argued that contributions from the theory are too simplistic and cannot be realistic in real situations.

Effect of Savings Strategies and Sustainability of Table Banking Groups

Assefie (2014) did a study on poor women and the social capital: An exploratory study of village saving and loan groups contribution to women empowerment in Ethiopia. The study found out that Village Savings Loan Groups contribute positively on the social capital, Parents sent their children to school, enhance the decision making power of women, economic empowerment of poor women, harmony within the family, improvement of saving culture, ensures security, change in social status, increase in social interaction enhanced self-confidence and hope of a better future. Analysis showed savings has the strongest relationship with economic empowerment of women in developing countries. The study did not focus on the share value as a savings strategy that is used to enhance sustainability of village saving and loan groups.

Bonga-Bonga and Guma (2017) conducted a study on the relationship between savings and economic growth at disaggregated level, the study attempted to assess the marginal propensity to save by the households, corporate and government sector in South Africa. The results of the econometric analysis demonstrate that the greatest responsiveness of savings to GDP growth occurs amongst corporates. The study did not determine the relationship between savings strategies and the sustainability of table banking groups.

Mutesasira and Mule (2011), conducted a study on understanding the west Nile savings and loan association and charting a path for future in Uganda and he concluded that most savings groups were

comprised of very low-income people, and that the savings group model was overcoming a market access problem that ‘no other known model of outreach is likely to match’. In this study, the loans ranged from US\$ 2.50–US\$ 25, while savings ranged from US\$ 0.10–US\$ 0.50 weekly per member. Both the small size of the required savings contributions, and the flexibility in size, were important factors in supporting depth of outreach. The study also revealed considerable product variety including basic savings and loans, but also emergency and welfare funds in response to high demand for this service from their members. Structurally, the groups were very diverse, many groups did not cash-out annually.

Machokoto (2014) did a study on the assessment of the village savings and loans program as a sustainable cost-effective rural finance in Zimbabwe. The study proved the initial proposition that the Village Savings and Loans model is cost effective to both the individuals who join the groups and the implementing organizations. It also proved that the model is sustainable beyond donor presence as some groups were thriving in areas where the implementing organization had already left the community. Auto replication of the groups also proved that the model is widely accepted in communities in Midlands’s province and thus proves that it is sustainable. This positive outcome

can be used by several implementing organizations to secure more funding so that they cover more areas in Zimbabwe for the benefit of the rural populace.

Tubey, Rotich, and Bengat (2015) examined the effect of table banking on investment decisions of small and medium enterprises in Nairobi County. The study established that table banking, which is a group funding strategy where members save and borrow immediately from their savings on the table either in short-term or long-term loans, improves SME investment decisions as it reduces huge savings on cost of construction of bank premises and leasing costs than when SMEs use the agency premises. The study did not establish the influence of share value as saving strategies on sustainability.

Conceptual Framework of the study

According to Mugenda (2008) the conceptual framework describes the phenomena under study through graphic or visual illustration of major variables of the study. This conceptual framework has been developed after review of theoretical and empirical literature savings strategies an independent variables and sustainability of table banking groups in Uasin Gishu County as the dependent variable. It was hypothesized that the independent variables influence the dependent variable.

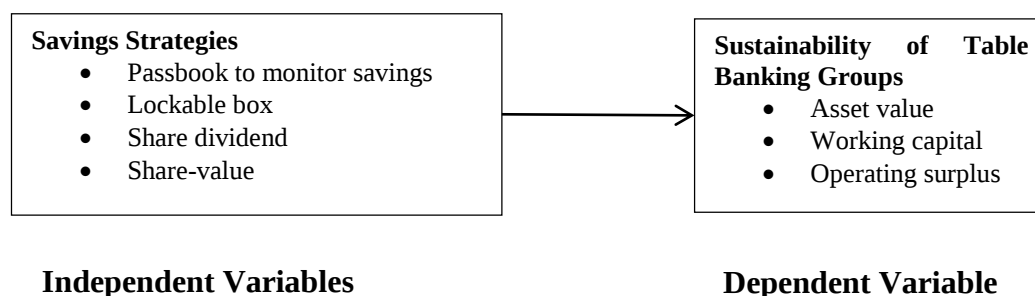


Figure 2.1: Conceptual Framework for Financial Management Strategies and Sustainability of Table Banking Groups in Uasin Gishu County, Kenya.

3.0 Research Methodology

Research Design

A research design generally entails the use of outline for collection, measurement and analysis of data. It guides the entire research process (Sreevidya & Sunitha, 2011). The study used descriptive research design. It is suitable for description and measurement of phenomena at a point without manipulation. Descriptive research is undertaken to provide answers to questions of who, what, where,

when and how but not why (Sreevidya & Sunitha, 2011). According to Mugenda (2008), descriptive studies are easy and simple to conduct.

Population of the Study

The target population was the entire group of individuals, objects or things that share common attributes and to which results was generalized. The accessible population is a subset of the target population that reflects specific characteristics and

can be practically reached in order to select a representative sample (Mugenda, 2008). The accessible population of the study was 538 table banking groups registered in social work department 3 sub-counties out of 6 sub-counties in Uasin Gishu County.

Sampling Technique and Sample Size

Two stage sampling techniques was used to narrow down the sub-counties. Purposive sampling technique was used to select 3 sub-counties out of the six sub-counties in Uasin Gishu County. The respondents were selected in such a way that the

Table Banking Groups selected shall be representative of the different locations covered by the different groups and the different timings the groups were formed. This was based on the population of people doing table banking and number of active table banking groups. Simple random sampling was used to select the respondents in table banking groups whose members participated in the study as it is unbiased (Ogula, 2010).

Yamane's (1967) formula was used to determine the sample size. For a 95% confidence level and $e = 0.05$, size of the sample should be determined by the formula below.

$$n = \frac{N}{1 + N(e^2)} \dots \dots \dots \text{Equation 3.1}$$

In the above formula,

n represent is the sample size,

N represent is the population size

e represent level of precision.

The sample size is calculated as shown below.

$$n = \frac{538}{1 + 538(0.05^2)} = 230.42430704 = 230 \dots \dots \dots \text{Equation 3.2}$$

The sample size is 230 table banking groups doing table banking in Uasin Gishu County. The method of proportionate allocation was used to determine the number of respondents groups expected from each of the sampled sub-county. This is shown in Table 3.1

Table 3.1 Sample Distribution Table

Sub-County	Number of Groups	Percentage
Turbo	92	40.0
Kesses	59	26.0
Soy	79	34.0
Total	230	100

Data Collection Instruments

Creswell and Designm (2003) define data collection as a means by which information is obtained from selected subjects of investigation. The researcher developed research questions for collecting primary data. The questionnaire was self-administered in order to gather primary data on financial management strategies and sustainability of table banking groups. Questionnaires eliminate interviewer bias and ensure that the respondent has adequate to respond meaningfully (Kothari, 2004).

Pre-testing of Research Instruments

Pilot study refers to a study conducted before main study in order to test reliability of the research instruments (Sreevidya & Sunitha, 2011). A pilot test was carried out in order to identify whether the developed instruments or items or test really agreed

with the contents of the research questions. It involved 10% of the size of the sample population (Kothari, 2004). This means that 23 respondents drawn from table banking groups in Uasin Gishu County participated in pilot study. However, they did not take part in final study.

Validity

Validity is the degree to which an instrument correctly measures a construct or variable. (Cooper & Schnilder, 2011). It is the accuracy, truthfulness and meaningfulness of inferences that are based on the data obtained from a tool or a scale for each construct in the study. The study ensured content validity of research questionnaire by consulting the university supervisor. This helped to improve the questionnaire before proceeding to the field to carry out the main study.

Reliability

Reliability is the degree to which the research questionnaire can be depended upon to secure consistent results upon repeated application. Cronbach's alpha coefficient was used to test for the internal consistency of the research instrument. If the coefficient is above or equal to 0.70 then the research questionnaire is considered reliable (Sreevidya & Sunitha, 2011).

Data Collection Procedures

After testing the validity and reliability of the research questionnaire, the researcher sought the consent of Jomo Kenyatta University of Agriculture and Technology. The research questionnaires were

then administered on the sampled respondents by the researcher in person or research assistants.

Data Processing and Analysis

The data collected was cleaned, edited, coded and stored before being analysed. Both descriptive and inferential statistics were used for data analysis. Descriptive statistical tools included frequency tables, percentages, means, variances and standard deviations. Inferential statistics included multiple regression analysis and Pearson Product Moment Correlation.

Multiple Regression Model Description

The study adopted the following multiple linear regression model:

$$Y = \beta_0 + \beta_1 X_1 + \epsilon \dots \dots \dots \text{Equation 3.3}$$

Where; **Y** represents sustainability of table banks in Uasin Gishu County, Kenya

β_0 represents the y-intercept

β_1 , represent coefficients of savings strategies and liquidity management strategies respectively

X_1 , represent independent variables

ϵ represent error term

4.0 Findings and Discussions

Response Rate

A total of 230 questionnaires were administered on the respondents. Out of this number, 198 were successfully filled and collected from the respondents. This translates to 86.09% response

rate. The response rate was accepted as it had exceed the 70% response rate threshold (Nulty, 2008).

Reliability Test Results

This study assessed the internal consistency of the research questionnaire. The results of analysis are shown in Table 4.1.

Table 4.1: Reliability of the Research Questionnaire

Constructs	Cronbach's Alpha Coefficient	Test Items
Credit risk management strategies	0.706	6
Savings strategies	0.763	6
Financial regulation strategies	0.718	6
Liquidity management strategies	0.747	6
Sustainability of Table Banking groups	0.715	6

The results indicated that savings strategies had the highest Cronbach's alpha coefficient (0.763). Liquidity management had the second highest Cronbach's alpha coefficient (0.747). Financial regulations strategies had the third highest Cronbach's alpha coefficient (0.718). Sustainability of table banking groups had the second lowest Cronbach's alpha coefficient (0.715). Credit risk management strategies had the lowest Cronbach's alpha coefficient (0.706). This implies that the research questionnaire was reliable as all the 5 constructs had Cronbach's alpha coefficients greater than 0.7

Background Information

The study collected information in regards to age, gender, academic qualifications, position in table banking group, length of operation, and number of members per group and how records are maintained.

Distribution of Respondents by Age

The study examined how respondents were distributed according to their age categories. Table 4.2 presents the results of analysis.

Table 4.2: Distribution of Respondents by Age

	Frequency	Percent
20 to 30 Years	63	31.8
31 to 40 Years	84	42.4
41 to 50 Years	35	17.7
51 to 60 Years	15	7.6
Above 60 Years	1	0.5
Total	198	100.0

It was noted that 84(42.4%) of the respondents were between 31 to 40 years. Respondents between 20 to 30 years were 63 (31.8%) while those between 41 to 50 years were 35(17.7%) and those between 51 to 61 years were 15 (7.6%). It was further noted that 1 (0.5%) respondents was above 60 years of age. The findings implied that most of the members in table

banking groups in Uasin Gishu County are of middle aged (20 to 40 years).

Distribution of Respondent by Gender

This study analyzed how respondents were distributed according to their gender. The results of the analysis are presented in Table 4.3

Table 4.3: Distribution of Respondents by Gender

Gender	Frequency	Percent
Male	72	36.4
Female	126	63.6
Total	198	100.0

It was noted that 126 (63.6) were female while 72 (36.4%) of the respondents were male. The findings shows that female are more than the male gender. Thus, the gender of respondents could have influence on the findings of the study. This implies that most women who engage in table banking understand the importance of saving and acquisition

of loans at a lower interest to improve their living standards and to have growth in their business.

Distribution of Respondents by Academic Qualifications

The study examined the distribution of respondents in regards to their academic qualifications. The results of analysis are shown in Table 4.4

Table 4.4: Highest Educational Level of Respondents

Educational Level	Frequency	Percent
Primary	14	7.1
Secondary	36	18.2
Post-secondary	65	32.8
Graduate	65	32.8
Post Graduate	18	9.1
Total	198	100.0

The study findings indicated that 65 (32.8%) respondents who are members in table banking groups in Uasin Gishu County had attained post-secondary and bachelor degree respectively. It was noted that 36 (18.2%) of the respondents have attained secondary certification, 18 (9.1) had post graduate degree while 14 (7.1%) have primary certificates. The findings indicates that members in table banking groups are educated hence most women are educated to deal with challenges as they

arise and they are able to manage their liquidity and retention of members in the groups.

Distribution of Respondent by Position in Table Banking Group

The study examined the distribution of respondent according to the position they hold in the table banking group. The results are shown in Table 4.5

Table 4.5: Position in Table Banking Group

Position	Frequency	Percent
Chairperson	16	8.1
Treasurer	28	14.1
Secretary	23	11.6
Member	131	66.2

Total **198** **100.0**

The findings indicated that 131 (66.2%) respondents are members, 28 (14.1%) are treasurers, 23 (11.6%) are secretaries and 16 (8.1%) are chairpersons of the respondents. This implies that information regarding the study was sought from members.

Distribution of Respondents by Length of Membership

The study also examined how respondents were distributed according to the length of membership in the table banking group. The results are shown in Table 4.6

Table 4.6: Length of Membership in Table Banking Group

	Frequency	Percent
Less than 1 year	14	7.1
1 year	33	16.7
2 years	70	35.4
3 years	33	16.7
4 years	19	9.6
5 years	8	4.0
Above 5 years	21	10.6
Total	198	100.0

The study found out that 70 (35.4%) of the respondents have been members for 2 years. Members who have been in table banking groups for 1 year and 3 years are 33(16.7%) respondents. Table banking group that have operated for more than 5 years were 21(10.6%), also those groups that have been in operation for 4 years are 19 (9.6%) and those who have been operational for less than a year were 14 (7.1%). In addition 8(4.0%) had 5 years in operation. The findings indicate that the table banking groups under the sample had operated for a

period of time to be sustainable. This illustrates that most of the respondents have been members for 2 to 3 years and therefore they have knowledge and skills of managing the groups.

Number of Members in Table Banking Groups

The study also sought to establish the number of members in each respondents table banking group. The results are summarized in Table 4.7

Table 4.7: Number of Members in Table Banking Groups

	Frequency	Percent
5 to 10 members	24	12.1
11 to 15 members	45	22.7
16 to 20 members	39	19.7
21 to 25 members	60	30.3
More than 25 members	30	15.2
Total	198	100.0

The study found out that 60 (30.3%) of the respondents responded that table banking groups had 21 to 25 members. It was noted that 45(22.7%) responded that they had 11to 15 members, 39 responded that they had 16 to 20 members, 30 (15.2%) had more than 25 members while 24 (12.1%) had 5 to 10 members. The findings show

that most table banking groups had adequate number of members in their groups.

How Records are maintained

The study also examined how record are kept in table banking groups. The relevant results are as shown in Table 4.8.

Table 4.8: Understanding of how records are kept

	Frequency	Percent
Manually	181	91.4
Use of computers	17	8.6

Total	198	100.0
It was noted that 181 (91.4%) respondents were in agreement that table banking groups maintain their records manually. It was also noted that 17 (8.6%) respondents responded that table banking groups kept their records by use of computers. This evidence that most of table banking groups are far away from the digital operations and they are yet to join the movement.		County issues on financial management strategies and sustainability of table banking groups. The results are in line with a 5-point Likert scale where integers 5 to 1 represent strongly agree to strongly disagree respectively.

Descriptive Findings and Discussions

The study examined the views of the sampled members of table banking groups in Uasin Gishu

Savings Strategies

The study put into perspective the opinions of respondents regarding savings strategies. The relevant results are presented in Table 4.9.

Table 4.9: Descriptive Statistics for Savings Strategies

	N	Min	Max	Mean	Std Dev
(i) We use passbook to monitor clients level of savings	198	1	5	3.89	1.437
(ii) Our group uses lockable box to store the borrower's savings	198	1	5	4.09	1.167
(iii) We consider the amount of dividends paid to a members before granting Credit	198	1	5	3.39	1.459
(iv) Our group checks the borrower's share value to determine their business stability	198	1	5	3.34	1.357
(v) Our groups keeps all records in the group ledger book	198	1	5	4.47	0.816
(vi) Information in general ledger agrees with what is in individual pass book	198	1	5	4.51	0.811

It was also agreed (mean=4.51; std dev=0.811) that table banking groups records in general ledger book reconciles with information in individual passbook. It was agreed (mean=4.47; std dev=0.816) that table banking groups periodically keeps records in the ledger book. It was agreed (mean=4.09; std dev=1.167) that table banking groups uses lockable box to store members savings. It was noted that table banking groups uses passbook to monitor members savings (mean=3.89; std dev=1.437). In addition, respondents were indifferent (mean=3.39; std dev=1.459) on whether table banking groups consider amount paid as dividends to members before granting credit. It was also unclear (mean=3.34; std dev=1.357) whether table banking groups checks the borrowers share value as a condition to determine members business stability.

The study findings were corroborated by earlier findings in the study by Tubey, Rotich and Bengat (2015) which established that table banking groups which has helped members to save and borrow immediately from their savings in short term or long term basis has improved small and medium enterprises investment decisions as it reduces huge savings on cost of construction and leasing cost than when they use agency premises.

Relationship between Savings Strategies and Sustainability

The relationship between savings strategies and sustainability of table banking groups was determined. Table 4.10 present the results.

Table 4.10: Correlation analysis for Savings Strategies

Sustainability of

Table Banking Groups		
Savings Strategies	Pearson Correlation	.247*
	Sig. (2-tailed)	.0008

** . Correlation is significant at the 0.01 level (2- tailed).

The findings of the study indicate a positive and statistically significant relationship between savings strategies and sustainability ($r=0.247$; $p< 0.01$). Savings strategies positively influenced sustainability of table banking groups. Therefore it could be argued that table banking groups in Uasin Gishu County adhered to savings strategies in its operations. Table banking groups adequately used passbooks and general ledger book to monitor its member savings. The findings of the study reinforced earlier findings that savings has the

strongest relationship with economic empowerment of women in developing countries (Assefie, 2014).

Regression Analysis for Overall Model

The study examined the combined effect of credit risk management strategies, savings strategies, financial regulation strategies and liquidity management strategies on sustainability of table banking groups in Uasin Gishu County. Table 4.17 presents the results of multiple regression analysis.

Table 4.11: Multiple Regression Model Summary

R	R Square	Adjusted R Square	Std. Error of the Estimate
.623	.388	.375	.585

a. Predictors: (Constant) Savings strategies

b. Dependent Variable: sustainability of table banking groups

The findings as shown in Table 4.19 indicates that the relationship between financial management strategies focused on this study and sustainability was positive ($R^2 = 0.375$). Findings indicate that 37.5% of the variation in sustainability is accounted for by the four independent variables in the study while 62.5% of the sustainability of table banking

groups resulted from other factors not included in the study.

Regression Coefficients

The study also conducted t-test of statistical significance of each individual regression coefficient. Table 4.21 presents the results.

Table 4.18: Significant Test Results for Overall Model

	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
(Constant)	.957	.311	3.071		.002	
Savings strategies.163	.073	.147	2.259		.000	

a. Dependent Variable: sustainability of table banking groups

The findings also indicates that savings strategies is a predictor of sustainability ($t= 2.259$; $p< 0.05$). Therefore, the null hypothesis that savings strategies has no effect on sustainability of table banking groups in Uasin Gishu County, Kenya was rejected at significance level of 5%. It was concluded that savings strategies have significant effect on sustainability of table banking groups in Uasin Gishu County, Kenya.

From the t-test results of individual regression coefficients, the four independent variables were included in the regression equation as they were significant ($p<0.05$). The study results is shown in regression equation 4.1

$$Y = 0.957 + 0.163X_2 \dots \dots \dots \text{Equation 4.1}$$

The study results suggested that improving savings strategies by 1 unit enhances sustainability by 0.147

units. Results from equation 4.1 above indicate that if table banking groups don't implement financial management strategies, sustainability would be constant at 0.957 units. The findings from the multiple regressions analysis are in agreement with the preposition of the theory that this study was anchored on. Institutional theory of asset accumulation which advocates for groups to have institutionalized savings mechanism, knowledge and information of how to save tend to have more savings.

5.0 Summary, Conclusions and Recommendation

Summary of Study Findings

This section outlines a summary of major findings in line with study objective.

Savings Strategies and Sustainability of Table Banking Groups

It was noted that table banking groups uses passbooks to monitor client level of savings. Lockable box are used to store members savings. Table banking groups records are kept in group ledger books. In addition, record in general ledger book reconcile with records in the individual passbook. However, it was unclear on whether table banking groups consider amount paid as dividends before granting credit. There was also a disagreement on whether table banking groups checks the borrowers share value to determine sustainability of their business. The findings indicates a positive and significant correlation between savings strategies and sustainability of table banking groups. It was also noted that enhancing savings strategies leads to significant improvement

in sustainability. Findings on effect on savings strategies on sustainability agreed with institutional theory of assets accumulation which states that groups need to keep records properly.

Conclusions

Based on the objective of the study it was concluded that savings strategies influence sustainability of table banking groups. Savings strategies significantly and largely influenced sustainability of table banking groups as clearly seen from the study. Table banking should adequately invest in savings strategies in order to enhance sustainability. This is in line with proposition of institutional theory of asset accumulation which advocates for groups to be sustainable.

Recommendations

Recommendations for Practice and Policy

The study recommends that table banking groups should include savings strategies to monitor member savings.

Recommendations for Theories

Institutional theory of asset accumulation, the study recommends its preposition be applied to enhance savings.

Suggestions for Further Studies

The study recommends further research on the effect of table banking on financial performance micro financial institutions. There need of conducting study on the effect of information technology and the efficiency of table banking groups in Kenya. There is a need of conducting a study on the influence of capacity building and the efficiency of the table banking management and also a study on table banking strategies and growth of small and medium enterprises.

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